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2. I have satisfactorily performed my duties as a Customer Service Representative, and have been employed with Respondent since January 24, 2005.
3. Beginning on or about May 12, 2006 and continuing through May 15, 2006 I was harassed by Jerry Vance (white), Respondent's Operations Manager, and Bill Banks (black), Respondent's General Manager. Vance and Banks would verbally harass me by making statements, such as you people need to get together and get that office together; prohibits me from eating at my desk; verbally admonish me about the way I perform my duties, and they have engaged in other actions which I have perceived to be negative, unprofessional, and harassing.
4. I believe that there have been other, similarly situated, non-black customer service representatives, such as Kathy Zabrowski and others, that have levels of work performance which is similar to mine, but they were not being harassed in Respondent's workplace as I have been.

III. A. ISSUE/BASIS

HARASSMENT, BEGINNING ON OR ABOUT MAY 12, 2006 AND CONTINUING THROUGH MAY 15, 2006, IN RETALIATION FOR HAVING COMPLAINED ABOUT SEXUAL HARASSMENT IN RESPONDENT'S WORKPLACE.

B. PRIMA FACIE ALLEGATIONS

1. On or about January 27, 2006, I engaged in a protected activity when I complained to Mary Warner, Respondent's Human Resources Representative, about being sexually harassed in Respondent's workplace by Stephen McElrath, a member of Respondent's management.
2. Beginning on or about May 12, 2006 and continuing through May 15, 2006 I was harassed by Jerry Vance, Respondent's Operations Manager, and Bill Banks, Respondent's General Manager. Vance and Banks would

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verbally harass me by making statements, such as you people need to get together and get that office together; prohibits me from eating at my desk; verbally admonish me about the way I perform my duties, and they have engaged in other actions which I have perceived to be negative, unprofessional, and harassing.

3. Respondent's actions have followed my protected activity within such a period of time as to raise an inference of retaliatory motivation.

IV. A. ISSUE/BASIS

**WRITTEN DISCIPLINARY WARNING, ON OR ABOUT MAY 12, 2006,
BECAUSE OF MY RACE, BLACK.**

B. PRIMA FACIE ALLEGATIONS

1. My race is black.
2. I have satisfactorily performed my duties as a Customer Service Representative, and have been employed with Respondent since January 24, 2005.
3. On or about May 12, 2006, I received a written disciplinary warning from Stephen B. McElrath (black), Respondent's Postal Supervisor. McElrath's documentation states that I was issued the written disciplinary warning allegedly for not following proper work procedures. I did not engage in any acts of willful misconduct which merited the issuance of any written disciplinary warning.
4. I believe that there have been other, similarly situated, non-black customer service representatives, such as Kathy Zabrowski and others, that have levels of work performance which is similar to mine, but they were not issued a written disciplinary action for their failure to follow proper work procedures.

V. A. ISSUE/BASIS

**WRITTEN DISCIPLINARY WARNING, ON OR ABOUT MAY 12, 2006, IN
RETALIATION FOR HAVING COMPLAINED ABOUT SEXUAL
HARASSMENT IN RESPONDENT'S WORKPLACE.**

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B. PRIMA FACIE ALLEGATIONS

1. On or about January 27, 2006, I engaged in a protected activity when I complained to Mary Warner, Respondent's Human Resources Representative, about being sexually harassed in Respondent's workplace by Stephen McElrath, a member of Respondent's management.
2. On or about May 12, 2006, I received a written disciplinary warning from Stephen B. McElrath, Respondent's Postal Supervisor. McElrath's documentation states that I was issued the written disciplinary warning allegedly for not following proper work procedures. I did not engage in any acts of willful misconduct which merited the issuance of any written disciplinary warning.
3. Respondent's actions have followed my protected activity within such a period of time as to raise an inference of retaliatory motivation.

VI. A. ISSUE/BASIS

THREE (3) DAY SUSPENSION, ON OR ABOUT MAY 15, 2006, BECAUSE OF MY RACE, BLACK.

B. PRIMA FACIE ALLEGATIONS

1. My race is black.
2. I have satisfactorily performed my duties as a Customer Service Representative, and have been employed with Respondent since January 24, 2005.
3. On or about May 15, 2005, I was issued a three (3) day suspension from Stephen McElrath (black), Respondent's Postal Supervisor. McElrath's written document states that I was issued the suspension because I allegedly falsified company documents. I did not engage in any acts of willful misconduct which merited the issuance of any three (3) day suspension.

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4. I believe that there have been other, similarly situated, non-black customer service representatives, such as Kathy Zabrowski and others, that have levels of work performance which is similar to mine, that have either been accused of, or have engaged in acts of falsifying Respondent's documents, but they were not issued a written disciplinary notice issuing them a three (3) day suspension for falsification of company documents.

VII. A. ISSUE/BASIS

THREE (3) DAY SUSPENSION, ON OR ABOUT MAY 15, 2006, IN RETALIATION FOR HAVING COMPLAINED ABOUT SEXUAL HARASSMENT IN RESPONDENT'S WORKPLACE.

B. PRIMA FACIE ALLEGATIONS

1. On or about January 27, 2006, I engaged in a protected activity when I complained to Mary Warner, Respondent's Human Resources Representative, about being sexually harassed in Respondent's workplace by Stephen McElrath, a member of Respondent's management.
2. On or about May 15, 2005, I was issued a three (3) day suspension from Stephen McElrath, Respondent's Postal Supervisor. McElrath's written document states that I was issued the suspension because I allegedly falsified company documents. I did not engage in any acts of willful misconduct which merited the issuance of any three (3) day suspension.
3. Respondent's actions have followed my protected activity within such a period of time as to raise an inference of retaliatory motivation.

ACF/JJT/RCC

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974: See Privacy act statement before completing this form.

(06W0517-11A)

AGENCY

☒ IDHR☐ EEOC

CHARGE NUMBER

2006CF3078

Illinois Department of Human Rights and EEOC

NAME (indicate Mr. Ms. Mrs.)

Ms. Erica Willis Steele

HOME TELEPHONE (include area code)

(815) 372-2299

STREET ADDRESS

14126 Faulkner Court

CITY, STATE AND ZIP CODE

Plainfield, IL. 60544

DATE OF BIRTH

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (IF MORE THAN ONE LIST BELOW)

NAME

APL Logistics

NUMBER OF EMPLOYEES,
MEMBERS 15+

TELEPHONE

(815) 372-1963

STREET ADDRESS

715 Theodore Court

CITY, STATE AND ZIP CODE

Romeoville, IL. 60549

COUNTY

Will (197)

CAUSE OF DISCRIMINATION BASED ON:

Retaliation

DATE OF DISCRIMINATION

EARLIEST (ADEA/EPA) LATEST (ALL)

05/22/06

☐ CONTINUING ACTION

THE PARTICULARS ARE (if additional space is needed attach extra sheets)

AMENDMENT I

This charge is being amended to add Issue VIII.

VIII. A. ISSUE/BASIS**SUSPENSION – MAY 22, 2006, IN RETALIATION FOR HAVING COMPLAINED ABOUT SEXUAL HARASSMENT IN RESPONDENT'S WORKPLACE****B. PRIMA FACIE ALLEGATIONS**

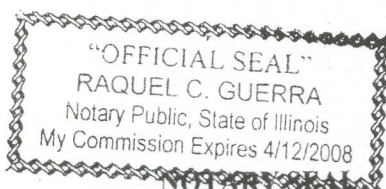
1. On or about January 27, 2006, I engaged in a protected activity when I complained to Mary Warner, Respondent's Human Resources Representative, about being sexually harassed in Respondent's workplace by Stephen McElrath, a member of Respondent's management.

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I also want this charge filed with the EEOC. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SUBSCRIBED AND SWORN TO BEFORE ME ON THIS

[Signature] 5/23/06
 NOTARY SIGNATURE MONTH DATE-YEAR



[Signature] 5-23-06
 X SIGNATURE OF COMPLAINANT DATE

I declare under penalty that the foregoing is true and correct I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief

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2. On May 18, 2006, I again engaged in a protected activity when I filed this charge of discrimination opposing that which I reasonably and in good faith believed to be sexual harassment.
3. On May 19, 2006, when I reported to work, within the hour Stephen McElrath, Respondent's Postal Supervisor, sent me home. Before I left Respondent's facility I provided Mary Warner, Respondent's Human Resources Representative, a copy of my discrimination charge.
4. On May 22, 2006, I returned to work and was immediately informed by McElrath, that I was suspended pending termination for being insubordinate, not answering any work related questions asked and calling him a liar. These accusations are untrue and are in retaliation for filing my discrimination charge.
5. The adverse action followed my protected activity within such a period of time as to raise an inference of retaliatory motivation.

MEE/RCG